

FADY FAWZY FAHMY

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HR Business Partner | Talent Development Partner

PROFESSIONAL SUMMARY

Talent Management and HR Leader with 12+ years of experience across multinational, FMCG, and NGO sectors. Proven expertise in building and executing talent strategies, succession planning frameworks, leadership development programs, and organizational change initiatives. Adept at aligning people strategy with business objectives, driving employee engagement, and strengthening leadership pipelines to ensure sustainable organizational growth. Skilled in leading large-scale HR transformations, developing competency frameworks, and implementing data-driven talent management practices.

CORE COMPETENCIES

- Talent Management & Succession Planning
- Leadership Development & High-Potential Programs
- Employee Engagement & Culture Building
- Organizational Development & Change Management
- Performance Management & Career Pathing
- Workforce Planning & Competency Frameworks
- Learning & Development Strategy
- HR Analytics & Talent Metrics

PROFESSIONAL EXPERIENCE

- Arabian Food Industries Company (Domty), Egypt

Human Resources Business Partner | Oct 2023 – Present

- Partner with leadership across two factories in 6th of October City, managing a team of seven HR professionals (5 direct, 2 dotted-line).
- Drive strategic HR initiatives including workforce planning, performance management,

and succession planning aligned with corporate objectives.

- Supervise end-to-end HR operations covering recruitment, onboarding, development, and offboarding.
- Provide guidance on performance evaluations, promotions, and change management interventions.
- Implement HR dashboards and reporting systems to enhance data-driven decision-making.
- Coach line managers on conflict resolution, engagement, and leadership development.

- Coptic Orphans International (NGO), Egypt

Training & Development Specialist (Project-Based) | Feb 2022 – Sep 2023

- Designed and digitized training programs supporting national capacity-building projects.
- Conducted needs assessments, developed training content, and measured impact using KPIs and pre/post evaluations.
- Delivered ToT workshops and field training for local coordinators and volunteers.
- Generated analytical quarterly and annual L&D reports with actionable insights.
- Supported organizational learning through blended learning models and online platforms.

- Healthy & Tasty, Egypt

Senior Lead – Corporate Training & Development | Feb 2021 – Feb 2022

- Established corporate training frameworks and instructor-led programs across departments.
- Delivered technical and soft-skills training aligned with individual PDPs and performance outcomes.
- Designed annual training budgets and dashboards to monitor participation and satisfaction.
- Introduced cost-effective digital solutions to sustain learning retention.

- Food Choice Company (Alshaya Group), Kuwait

Human Resources Supervisor | Jun 2019 – Jan 2021

- Oversaw full HR cycle including recruitment, onboarding, and performance management for 400+ employees.
- Introduced new HR policies, employee relations frameworks, and grievance-handling mechanisms.
- Led HR restructuring and change management projects improving operational efficiency.
- Supported talent retention through targeted development plans and engagement initiatives.
- Ensured compliance with Kuwait Labor Law and company governance policies.

- Nasser Sports Center

Senior HR Generalist, Kuwait | May 2017 – May 2019

Training & Development Specialist, Egypt | Jul 2015 – Apr 2017

Training & Development Coordinator, Egypt | Jul 2014 – Jun 2015

- Delivered end-to-end L&D programs and competency-based training plans.
- Designed the N-Academy Learning Portal and introduced e-learning tools for scalability.
- Partnered with management to implement performance appraisal systems and career pathing.
- Led succession planning workshops and coaching programs for high-potential employees.

SELECTED ACHIEVEMENTS & KEY PROJECTS

- HR Reporting System – Domty (2024): Designed and implemented an integrated HR reporting dashboard to streamline data analysis and enhance decision-making accuracy.
- Training Content Digitization – Coptic Orphans (2023): Migrated training programs into digital modules, increasing accessibility and engagement.
- HR Restructuring & Change Management – Alshaya Group (2020): Reorganized HR operations and introduced performance frameworks across multiple departments.
- Competency Framework Implementation – Nasser Sports Center (2018): Built role-based competency models supporting succession and career development.
- Learning Portal Launch (N-Academy) – Nasser Sports Center (2017): Digitized training and development content for large-scale adoption.

TRAINING & CERTIFICATIONS

- SHRM-SCP, Senior Certified Professional – Society for Human Resource Management (Jul 2020)
- Project Management for Beginners – PMI (Dec 2023)
- The Trainer Certificate (87 Hours) – Paris ESLSCA Business School (Oct 2016)
- Essentials of Human Resource – AmCham Egypt (Jul 2016)
- Training of Trainers (TOT) – European Commission Training Institute (Jan 2014)

EDUCATION

Helwan University, Egypt – Bachelor of Ancient History (Tour Guidance), 2009–2013

TECHNICAL SKILLS

SAP SuccessFactors | MS Office | HR Analytics & Dashboards | Adobe Creative Suite | LMS Management | Internet Research

LANGUAGES & PERSONAL DETAILS

Arabic (Native) | English (Fluent)

Married with two children | Cairo, Egypt | Open to GCC / International Relocation